

## Appendix B

### Addendum to Pay Policy Statement – London Borough Lambeth – As of 31 March 2022

#### Pay multiple:

Relationship between highest paid salary and:

- lowest earner.
- bottom quartile earners across the workforce.
- median average salary across the workforce.
- top quartile earners across the workforce; and,
- top 10% of earners across the workforce.

Both tables exclude casual workers, agency workers, and all schools-based staff. Salaries are scaled to 1 FTE.

The ratio between the lowest earner and the Chief Executive is 9.31

	<b>Pro Rata Salary</b>	<b>Ratio against top earner</b>
Lowest Earner	<b>£20,165</b>	<b>9.31</b>
Bottom Quartile	<b>£34,062</b>	<b>5.51</b>
Median	<b>£39,117</b>	<b>4.80</b>
Mean	<b>£42,384</b>	<b>4.43</b>
Top Quartile	<b>£46,392</b>	<b>4.05</b>
Top 10%	<b>£56,640</b>	<b>3.32</b>
Highest Earner	<b>£187,775</b>	-

**\*Our lowest paid employee is not on the Council grading structure (NJC). They are paid on a different pay and conditions framework. On the NJC grading structure, the lowest earner is on salary point £20,165.**

**Number of staff in each pay band above £50,000 per annum (Multiples of £5,000). As of 31 March 2022:**

<b>Pay Band (£)</b>	<b>Number of Staff</b>	<b>FTE of Staff</b>	<b>Combined Cost At Actual Salary</b>
£185k - £190k	1	0.8	£150,220
£180k - £185k	0	0.0	£0
£175k - £180k	2	2.0	£356,061
£170k - £175k	0	0.0	£0
£165k - £170k	5	4.2	£709,237
£160k - £165k	0	0.0	£0
£155k - £160k	0	0.0	£0
£150k - £155k	0	0.0	£0
£145k - £150k	0	0.0	£0
£140k - £145k	1	1.0	£140,000
£135k - £140k	0	0.0	£0
£130k - £135k	1	1.0	£131,245
£125k - £130k	2	2.0	£255,192
£120k - £125k	1	1.0	£123,991
£115k - £120k	4	4.0	£467,132
£110k - £115k	4	4.0	£450,442
£105k - £110k	2	1.6	£173,382
£100k - £105k	9	8.6	£894,825
£95k - £100k	2	1.2	£114,815
£90k - £95k	16	15.4	£1,406,530
£85k - £90k	15	15.0	£1,304,697
£80k - £85k	16	15.0	£1,231,505
£75k - £80k	17	17.0	£1,308,932
£70k - £75k	14	14.0	£1,011,040
£65k - £70k	67	65.2	£4,423,497
£60k - £65k	68	64.1	£4,078,949
£55k - £60k	98	96.7	£5,552,843
£50k - £55k	196	192.8	£10,117,073
<b>Total</b>	<b>541</b>	<b>526.5</b>	<b>£34,401,608</b>
<b>Represented as % of total workforce</b>	<b>19.49</b>	<b>19.83</b>	

**Pay point and additional payments, job title and name of officers at £100,000 per annum and above. Snapshot as of March 2022:**

<b>Pay point and additional payments (£)</b>	<b>Job Title</b>	<b>Employee Name</b>	<b>Date Of Appointment</b>
£187,775.00	Chief Executive	*Travers, Andrew	01/09/2018
£178,866.00	Strategic Director of Resident Services	*Dosunmu, Bayo	05/08/2019
£177,195.00	Director of Infrastructure and Capital Delivery	*Roebuck, Sandra	01/04/2021
£168,866.00	Strategic Director: Finance and Investment	McDermott, Fiona	17/09/2019
£168,866.00	Strategic Director of Children's Services	Joseph, Merlin	16/03/2020
£168,866.00	Strategic Director of Children's Services	Connolly, Fiona	21/02/2022
£168,866.00	Co-Strategic Director: Sustainable Growth & Opportunity	*Purser, Eleanor	30/09/2019
£168,866.00	Co-Strategic Director: Sustainable Growth & Opportunity	*Waller, Sara	30/09/2019
£140,000.04	Director: Finance & Property	Thompson, Christina	31/07/2014
£131,245.08	Consultant in Public Health	Dodhia, Hiten	15/08/2016
£127,596.00	Director: Environment & Streetscene	Reid-Baptiste, Venetia	11/05/2020
£127,596.00	Director of Regeneration and Housing Growth	Branton, Thomas	19/10/2020
£123,991.00	Director: Legal & Governance	Prince, Raymond	25/03/2022
£116,783.00	Director of Planning, Transport and Sustainability	Bristow, Robert	11/12/2017
£116,783.00	Director: Public Health	Hutt, Ruth	01/08/2018
£116,783.00	Director: Residents Experience & Digital	Patterson, Natasa	04/01/2021
£116,783.00	Acting Director of Social Care	Outram, Richard	02/11/2020
£113,178.00	Director of Economy, Culture and Skills	Khan, Nabeel	03/02/2020
£113,178.00	Director: Legal & Governance	*Salim, Fateha	01/02/2022
£112,043.00	Director: Integrated Commissioning (with CCG)*	Bowie, Jane	02/03/2020
£112,043.00	Director Change and Strategic Delivery	Wickens, Paul	14/09/2020
£108,364.00	Director: Education & Learning	Phillip, Abrilli	19/04/2021
£108,364.00	Programme Director: Neighbourhood Working	Wilson, Vanessa	01/04/2021
£104,927.00	Consultant in Public Health	Oki, Bimpe	15/08/2016

<b>Pay point and additional payments (£)</b>	<b>Job Title</b>	<b>Employee Name</b>	<b>Date Of Appointment</b>
£104,688.00	Director of Strategy & Communications	Bates, Paul	01/07/2019
£104,688.00	Director: Performance & Business Improvement	Awobajo, Olunadamilola	02/12/2019
£102,654.00	Acting Deputy Director of Social Care	Sparkes, Richard	28/03/2022
£102,654.00	Assistant Director, Neighbourhood Regeneration & Partnerships	Dibben, Matthew	16/11/2020
£102,654.00	AD: Strategic Finance	Bharadia, Hamant	01/10/2016
£102,654.00	Assistant Director: Facilities, Properties and Projects	Anamoah, Patricia	27/09/2019
£101,432.00	Consultant in Public Health	Vieu, Marie	15/08/2016
£101,179.92	Assistant Director, Development Programme	Anderson, Andrew	01/10/2020
<b>Total Headcount</b>	<b>32</b>		
<b>Represented as % of total</b>	<b>1.15</b>		

**Note:**

- \*Andrew Travers – Chief Executive on 0.80 FTE (actual salary is £150,220)
- \*Eleanor Purser and Sara Waller Co-Strategic Director: Sustainable Growth & Opportunity are on job share on 0.60 FTE (actual salary is £101, 319 per annum).
- \*Roebuck, Sandra – Receiving additional payments
- \*Dosunmu, Bayo – Receiving additional payments
- \*Salim, Fateha – Acting Director: Legal & Governance to 31/03/2022
- Andrew Eyres - Strategic Director, Integrated Health and Adult Care in post from 1/10/2019, albeit employed on NHS Terms & Conditions.